

# 2016/2017 CAMPUS RECRUITING OVERVIEW (Australia & New Zealand)

## WHO WE ARE

### About Goldman Sachs

We are a leading global financial services firm providing investment banking, securities and investment management services to a substantial and diversified client base that includes corporations, financial institutions, governments and high-net-worth individuals. We commit people, capital and ideas to help our clients, shareholders and the communities we serve to grow.

### Our Performance

#### 2014 Annual Earnings

- › Net revenues - \$34.53 billion
- › Net earnings - \$8.48 billion
- › Diluted earnings per common share of \$17.07

#### 2015 Second Quarter Earnings:

- › Net revenues - \$9.07 billion
- › Net earnings - \$1.05 billion
- › Annualized ROE 1H2015 - 9.7%
- › Diluted Earnings per common share \$1.98

## Additional Resources



[goldmansachs.com/careers](http://goldmansachs.com/careers)



LinkedIn



Google+



Youtube



Download our app on iPhone and Android



@GSCareers

## WHY JOIN US

### Why GS?

- › Join an entrepreneurial environment with unique access to interesting and challenging work
- › We believe that diversity is a powerful competitive advantage; different perspectives cultivate, embrace and strengthen the solutions we deliver to clients
- › We invest in the talent development of our people at every level; talent reviews, an apprenticeship model, world class training, internal mobility and stretch assignments are ways we help advance our people's careers
- › › We are committed to having a positive impact on economic and social progress through our businesses and philanthropic programs
- › › Add value immediately and gain responsibility early on
- › › We offer resources that support the health and well-being of our people
- › › Recognized as an employer of choice by Unversum, GradAustralia, Pride in Diversity, Vault, Fortune, Working Mother, Human Rights Campaign and Asia Society

## WHAT TO DISCUSS

- › Who we are, what we do, our culture, team environment, breadth of career opportunities, your role/academic/professional background and how it contributes to the firm's business
- › Your role, your day to day, specific projects you are able to publicly speak about
- › How GS enables you to make a difference/an impact on something you are passionate about
- › Training, mentoring and learning, exposure to senior leaders, challenging assignments and responsibility
- › Quality of your "work-life" at GS (the people, experiences, challenges) and how you balance time between work and personal commitments/interests; dynamics and the supportive work environment, including global Junior Banker Initiatives (e.g. 9-9 rule)
- › In your role the ability to 'Think Global, Act Local'; interpreting global issues for local clients
- › Encourage students to learn about GS through our Additional Resources listed below

## WHAT STUDENTS VALUE

- › Many top-performing students with non-finance backgrounds are unaware of us
- › Financial reward is not the only motivator – students want to make a positive impact on the world
- › Students view their first job as a launching pad for the rest of their careers and expect to stay there fewer than 3 years
- › Students rate work/life flexibility as a top 5 career goal, but are realistic that their first job may not offer that. Jobs at banks are seen as rigorous and not conducive to flexibility
- › Students use a variety of information sources during their job search: corporate web sites, Wikipedia, Facebook, YouTube and LinkedIn
- › Friends and family are career influencers

### Mobility

- › Firmwide: Good performers with +18mth service eligible to apply for any open roles globally
- › GIR ART Program: 2 year training program in Singapore
- › IBD: 1<sup>st</sup> year associates eligible for rotation into different team locally, interstate or internationally

# If asked about...

## RECRUITING PROCESS

### Application Process

- › We accept applications from a variety of study backgrounds including Mathematics, Medicine, Law, Engineering and Sciences.
- › Apply online at [goldmansachs.com/careers](http://goldmansachs.com/careers).
  - › Select programs in up to three different location and division combinations; apply only once – location/division choices must be accurate
- › Applicants must ensure they meet the year of graduation eligibility; penultimate year for internships and final year or max. 1 year work experience post graduation for graduate program applications.
- › International students are welcome to apply
- › Application Deadlines.
  - Australia
    - › 2017 Graduate Program: 12:00pm (AEST), Thursday April 7, 2016.
    - › 2016-17 Summer Internship Program (Melb only): 12:00pm (AEST), Thursday July 7, 2016
    - › 2016-17 Summer Internship Program (Sydney and Perth): 12:00pm (AEST), Thursday July 21, 2016
  - New Zealand
    - › 2017 Graduate Program: 3:00pm (NZT), Friday March 4, 2016
    - › 2016-17 Summer Internship Program: 3:00pm (NZT), Sunday March 4, 2016

### Interview Process

- › Our interview process assesses a candidate's ability to succeed.
- › It can vary from division to division, but may include several interviews with Goldman Sachs professionals and are designed to provide as much exposure and information for you to make an informed career decision
- › Interviewees should focus on experiences and future goals as well as test technical skills and knowledge of the industry.
- › Refer applicants to the GS Careers App for more tips and information.

## INTERNSHIP

### General Information

- › Summer internship runs 11 weeks starting in late November
- › Applicants must be available for the full duration of the internship program
- › 'Off-cycle' and longer internships are not offered in A/NZ
- › A large number of eligible summer interns are offered full-time positions
- › Offers are extended based on performance and fit with the firm
- › Recent graduates are not eligible for internships. Refer them to [gs.com/careers](http://gs.com/careers) to search open positions

### Learning and Support

- › Firmwide orientation on Day 1, followed by divisional training
- › Weekly learning sessions covering Divisional Overviews, soft skills, wellness and diversity training
- › Interns assigned a mentor and/or buddy to offer support, connectivity and guidance
- › Networking events planned throughout the program to meet different individuals and learn about the firm
- › Engagement on real-life projects that create value for the firm and provide excellent learning and development opportunities

### Citizenship

- › Community TeamWorks
- › Our 2015-16 Summer class participated in 2 projects:
  - › **The Salvation Army:** Preparing food and serving clients of the Hamodava Community Cafe (Melbourne)
  - › **Street Level Mission:** food preparation and service for the Mission's patrons, sorting of donations (Sydney)

## ANALYST EXPERIENCE

### Learning

The GS Experience is a holistic framework that introduces junior hires to our heritage and culture, and provides the opportunity to develop a strong, transferable skill-set. This framework includes:

- › **Build A Solid Foundation** – Online learning that elevates your technical expertise via bite-sized videos and exercises prior to joining; once at the firm, division-specific orientation programs to get you desk-ready, and the opportunity to build your peer network
- › **Continue to Grow** – A multi-channel learning experience that builds upon your orientation and addresses your individual needs, interests and business acumen
- › **Connect & Collaborate** – Extensive exposure to diverse cohorts within your class and the firm; in addition, our active sponsorship model gives you on-going, meaningful access to thought-leaders across the firm
- › **Live the Culture** – Opportunities and programs that support your ongoing development beyond formal education and leverage partnerships that support continuous learning

The *GS Experience* represents the firm's investment in our new talent that establishes a sense of class, elevates the proficiency of technical and professional skills, and increases visibility and awareness of long-term career options.

### Citizenship

- › Community TeamWorks
- › 10,000 Women
- › 10,000 Small Businesses
- › Environmental Markets Group
- › Goldman Sachs Gives
- › Global Markets Institute

### Diversity

Employees can participate in affinity networks: GLaM, WN, Family Forum, Disability Interest Forum

- › We partner with over 30 external organizations
- › Male Champions of Change (MCC)
- › Conferences, events, seminars and training are organized to raise awareness about diversity.

*Please mention your own involvement in citizenship and diversity initiatives and refer to cheat sheet.*